

**Q5. What type of oversight is in place to make sure Agency employees don't cross the line when it comes to the rights of US citizens?**

**A5.** The oversight that's in place to make sure that the Agency does not cross the line, that it is entirely lawful in the conduct of its activities, is multifaceted and overlapping. First we ensure that we hire employees that have a respect for the law. We don't hire just anyone; we're not simply after people who have technical competence; we want to make sure we hire people who enjoy our values, who will support fully the Constitution. Second, we put procedures in place to ensure that people understand what the rules are and that there's accountability to stay within those boundaries. Finally, we report our activities, not simply to ourselves but to overseers within the Executive branch, the Legislative branch, and when necessary, the Judicial branch, and so that there is a full transparency to all those who provide oversight, and we do enjoy a rich oversight at the National Security Agency.